

Comparisons of Job Characteristics

Focus Occupation: [Healthcare Social Workers \(21-1022\)](#)

Associated Occupation: [Mental Health and Substance Abuse Social Workers \(21-1023\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 99

Focus Occupation: Healthcare Social Workers (21-1022)

Associated Occupation: Mental Health and Substance Abuse Social Workers (21-1023)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Therapy and Counseling	3.8	23.8	23.5	0	Current knowledge level may be sufficient
Psychology	6.4	22.5	22.5	0	Current knowledge level may be sufficient
Customer and Personal Service	11.3	20.6	18.8	0	Current knowledge level may be sufficient
Sociology and Anthropology	4.1	16.5	17.9	0	Current knowledge level may be sufficient
Philosophy and Theology	3.2	11.0	11.4	0	Current knowledge level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 98

Focus Occupation: Healthcare Social Workers (21-1022)

Associated Occupation: Mental Health and Substance Abuse Social Workers (21-1023)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Social Perceptiveness	9.1	18.8	17.1	0	Current skill level may be sufficient
Active Listening	11.0	15.0	16.2	0	Current skill level may be sufficient
Speaking	10.8	14.6	14.6	0	Current skill level may be sufficient
Service Orientation	7.9	14.5	14.1	0	Current skill level may be sufficient
Monitoring	9.9	12.8	11.3	<	A higher skill level may be required
Coordination	9.1	12.3	11.6	0	Current skill level may be sufficient
Learning Strategies	7.2	11.7	10.0	<	A higher skill level may be required
Persuasion	7.4	11.2	10.6	0	Current skill level may be sufficient
Negotiation	6.8	10.7	9.8	0	Current skill level may be sufficient
Science	4.5	10.6	8.8	<	A higher skill level may be required

Operations Analysis	5.0	10.1	9.7	0	Current skill level may be sufficient
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The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 98			
Focus Occupation: Healthcare Social Workers (21-1022)					
Associated Occupation: Mental Health and Substance Abuse Social Workers (21-1023)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	16.0	15.7	0	Current ability level may be sufficient
Oral Comprehension	12.5	15.7	15.4	0	Current ability level may be sufficient
Problem Sensitivity	11.1	15.4	13.9	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	14.1	12.9	0	Current ability level may be sufficient
Deductive Reasoning	10.6	13.8	14.3	0	Current ability level may be sufficient
Speech Clarity	10.2	13.2	12.3	0	Current ability level may be sufficient
Speech Recognition	9.9	13.0	14.4	>	Current ability level is likely sufficient
Category Flexibility	9.0	11.4	9.3	<	Some improvement in abilities may be required
Fluency of Ideas	7.6	11.4	11.1	0	Current ability level may be sufficient
Speed of Closure	5.9	9.9	7.5	<<	Extensive improvement in abilities may be required
Memorization	5.6	7.9	7.3	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 100
Focus Occupation: Healthcare Social Workers (21-1022) Associated Occupation: Mental Health and Substance Abuse Social Workers (21-1023)		
Work Activities	Exclusivity of Activity	
Collect social or personal information	70	
Compile data related to social service programs	84	
Conduct patient assessments	69	
Coordinate social service activities with resource providers	77	
Counsel individuals with personal problems	81	
Develop plans for programs or projects	31	
Develop policies, procedures, methods, or standards	21	
Empathize with others during counseling or related services	69	
Encourage group participation	54	
Evaluate client progress against measurable recorded goals	89	
Evaluate patient response to therapy	78	

Evaluate patient's skills or capacities	87
Follow confidentiality procedures	58
Follow patient observation procedures	71
Manage detailed case records in a social work setting	82
Match clients to community resources	89
Monitor client progress	84
Recognize physical or emotional abuse	68
Record client's personal data	80
Refer clients to community services or resources	76
Refer patients to community resources	84
Relate to clients' socioeconomic conditions	82
Use agency mission as a guideline in social services delivery	84
Use behavior modification techniques	81
Use conflict resolution techniques	56
Use counseling techniques	60
Use current social research	62
Use grief counseling techniques	76
Use interpersonal communication techniques	10
Use intervention techniques	84
Use interviewing procedures	23
Use scientific research methodology	21

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 95

Focus Occupation: Healthcare Social Workers (21-1022)

Associated Occupation: Mental Health and Substance Abuse Social Workers (21-1023)

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Data management and query software	1
Industry specific software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.